

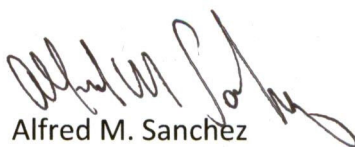
Marine Air Support Squadron 1
Commanding Officer's Equal Opportunity and Sexual Harassment
Policy Statement

To be able to take care of Marines and ensure mission success all Marines must do their part to ensure a environment free of unlawful discrimination based on race, gender, religion, age, color, or national origin.

Discriminatory conduct that adversely impacts morale, good order and discipline or job performance will not be tolerated by any member of the command. It should be well understood that MASS-1 will only reach its potential when performing as a team. As corrosive to a team as discrimination is, sexual harassment is just as bad.

Unwanted and offensive advances, remarks, or acts are especially exploitive when made by a person in a superior or supervisory position. Discrimination and sexual harassment can and often do tear units apart and pit Marines against one another. Every member of the command should have the courage to stand up for what is right, and be prepared to stand up on behalf of someone else when they perhaps cannot stand up for themselves.

All members of the command should understand what appropriate actions to take from informal to formal. If you feel you have been discriminated against or sexually harassed, try to resolve at the lowest level possible by using the Informal Resolution System, in which you address the inappropriate behavior with the person displaying it. If the informal approach does not work, you may inform the chain of command as well request mast. Any Marine that takes reprisal action against someone bringing a complaint will be dealt with appropriately under the Uniform Code of Military Justice. Anyone who knowingly makes a false complaint will be dealt with appropriately under the Uniform Code of Military Justice. While immediate individual action may be necessary to prevent or stop unacceptable behavior, it is imperative that the chain of command be involved to ensure accountability, a command climate that is fair, and transparent, while respect and dignity are maintained.


Alfred M. Sanchez

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Commanding